



2022 End of Year Report on Diversity, Equity, Inclusion and Belonging

In 2022, Keep Indianapolis Beautiful spent the year working with Dr. Jamyce Curtis Banks and her firm, Whatever It Takes, on a series of interactive workshops designed to improve the Cultural Intelligence (CQ) of our staff.

Dr. Banks provided a sequential series of workshops, each building on the previous, which included:

1. Interpersonal and communication skills
2. Conflict resolution
3. Goal setting and vision casting
4. Motivate and inspire
5. Employee engagement and team building
6. Accountability and results orientation

We also conducted other workshops from other organizations, including:

1. Civility training by Karrah Herring, Indiana's Chief Equity, Inclusion and Opportunity officer
2. Understanding microaggressions by the Peace Learning Center
3. Working with the LGBTQIA+ community from the Peace Learning Center

As a result of these trainings, KIB developed a new conflict resolution process, which was effectively implemented several times during the year. The staff also assessed and discussed methods to increase accountability, and to address barriers to trust up and down the organization. We initiated a program called "Connecting Conversations" which allows staff to understand each other better, including cultural celebrations and family traditions.

Going forward into 2023, KIB will continue to expand our work to make the staff and board more culturally intelligent. Our plans include:

- Continuing with connecting conversations every month.
- Once per quarter, senior leadership will take several different staff members to a community or neighborhood with fewer environmental benefits, and engage in shared learning experiences.
- We will share information about cultural holidays to the whole staff, and celebrate with different foods from around the world.
- We will invite outside groups to come in to talk to staff about different cultures, foods, and neighborhoods.
- We will meet with Green Keepers at their GreenSpaces with both staff and board members, to learn about the difference that a pocket park can bring to a neighborhood.
- We will also examine different barriers to transportation that exist for our volunteers, and explore ways to remove those barriers to participation.